

## STARTING THE DIALOGUE FOR EQUITY PLANNING

**Instructions:** Please take time to reflect with your fellow College Council members about your current workplace culture, values, core competencies and practices. This is the process of “discovery” – where you can share together your personal understanding and experiences of equity, social justice, and multicultural inclusion at De Anza. Please record your reflections/notes and submit to your Senate Equity Subcommittee. You may tailor these questions to meet your needs; these questions are deliberately open-ended to aid in your creative thinking about these terms and concepts and how they relate to your daily work. **These notes may remain anonymous.**

1. What do you enjoy most about College Council?
2. How would you describe the culture of the College Council? Please reflect on, and share with your colleagues, what culture means to you in this context.
3. Do you think College Council members understands, models, and integrates into meeting practices the institutional values? If so, please provide examples. If not, please explain.
4. How do you think the current Institutional Core Competency on global, cultural, environmental, and social awareness is integrated into the College Council activities? Was this integration discussed and agreed upon at a previous meeting? If not, why?
5. How does the College Council as a whole model equity, social justice, and multicultural inclusion? Please provide examples of each.

Part-Timer faculty       Full-Time faculty       Classified Professional  
 Administrator or Manager       Student Representative       Department Chair       Other

**Please return all notes gathered from this dialogue to the Senate equity subcommittee.**